INTERVIEW BIASES

We all are entering interviewing spaces with different backgrounds, skillsets, and knowledge. This lends itself to inherent biases, or an inclination in favor or against someone or something. Here are different types of biases and ways to navigate them

Halo Effect

Forming an overall favorable impression of a candidate based upon their responses to only one or two questions.

Instead, keep asking questions to validate your first impressions. Use the interview as an opportunity to learn even more about the candidate- Ì S ì Ð + Ð Y 7 B Å Ð - Å Ð 4 ì Ð (4 ì Ð æ + S "

Leniency Effect or Stringency Effect

The tendency to give all candidates a high or low rating.

What data can you gather during an interview that gives you the most holistic picture of the candidate? š 7 B kely see positives, negatives, and neutral points.

Central Tendency Effect

The tendency to rate all candidates in the middle of the rating scale.

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Unfairness to the First Up

Research by Robert Half International has shown that the first person interviewed is least likely to get the job.

To avoid this, use the same objective criteria for all candidates and begin your searches prepared. Identify what topics each interviewer will cover, what questions they should ask in each section, and

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Talking Too Much (80/20 rule)

The tendency of the interviewer(s) to talk more than the candidate. The goal is to solicit information about the candidate.

As a general rule, the interviewer(s) should talk no more than 20% of the time; the candidate should talk at least 80% of the time.

Rescuing

Z å 4 Ð # 4 ì Ð + Ð S ð   Å Ð (Ð + ð Ì . å . ð Ð Æ Ð å +   - Æ - Ì ð Ì - 4 Ð " A 4 Ð + R ð candidate by filling the silence with conversation or trying to answer the question for the candidate.

In reality, the candidate may be using the silence to gather his thoughts and frame his answer. Be patient and resist the urge to talk.

Personal Bias

The tendency to allow non-job-related prejudices and attitudes about cultural stereotypes, lifestyles, personalities, appearances, or other irrelevant perceptions to affect the rating of candidate responses.

Instead, brush up on q - Æ Ð B .   å å ð + - 4 ð R Ð   Æ 4 ð   q   ð Æ Y $

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Attractive Person Bias

The tendency to select attractive people regardless of qualifications.

The goal is to hire the most qualified candidates and use the same hiring criteria for all candidates. Go ð 4   Ð - Æ ì   ð 4 Ð + R ð Ð S   S ð 4 ì - . Ð 4   å * 7 Ð . 4 ð   . Y 7 B   - .   Ð R Ð + Y   Ð 4 make a decision accordingly.

Personal Similarity Bias

The tendency to rate individuals with interests, background, or experiences that are similar to the ð 4 Ð + R ð Ð S Ð + B .   + Ð å - R + - Å Y 4 ì -   4 ì Ð + - ((ð Æ - 4 . "

Similar to the Friendship Factor, you might lean towards candidates who have shared experiences to you. Diverse teams lead to innovative problem solving so keep an open mind and interview candidates based on role competencies.

Good Interview Bias

The tendency to hire someone who can express themselves well or interview well.